SYSTEMS ANALYST
Information Technology Division
Recruitment # 2006-08-5534

AGENCY MISSION AND CHALLENGE:
The mission of the Department of Natural Resources (DNR) is to provide professional, forward-looking stewardship of our state lands, natural resources, and environment. DNR provides leadership under the Commissioner of Public Lands, an elected official, in creating a sustainable future for the State Trust Lands.

At the DNR, we envision a future in which our human and natural environment provides abundant and diverse social, ecological, and economic benefits for the people of Washington, in this and all future generations. In acting to ensure the vision, we ensure sustainability.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. Since 1970 DNR-managed lands have generated $6 billion that support public schools, state institutions and county services. These lands also provide public benefits that include fish and wildlife habitat, clean and abundant water and public access to outdoor recreation. The DNR operates with a biennial budget of approximately $400 million and has over 1300 employees. For more information about the department, see the DNR website at www.dnr.wa.gov

Job Classification:	Information Technology Specialist 5
Type of Position:	This is a permanent position
	This position is represented by the WFSE. Once appointed to this position the incumbent will be required to pay union dues or other representation fee within the first 30 days of employment.
Monthly Salary Range:	$4,315 - $5,522 per month
Benefits Package:	Health and dental insurance, retirement pension, vacation, sick leave and holidays
Posting Date:	August 9, 2006
Closing Date:	Open until filled. Initial screening begins August 14, 2006
Location:	Olympia, WA

POSITION PROFILE
This position will be a specialist level analyst, consultant, and liaison to customers in identifying opportunities and alternatives for applying information systems technology to solve business problems. Responsibilities include:

- Serving as a liaison between agency customers and IT staff to translate business requirements into technical solutions, and assisting in the design, development, and implementation of those solutions.
- Advising on alternative solutions and on the implications of new or revised software and applications.
- Applying in-depth knowledge of current analysis, design, and systems development techniques to document requirements and develop specifications that clearly outline the technical design for a program or set of programs.
- Creating logical and physical designs for software applications, modules and/or database elements that are constructed by other developers and analyzing the impact of new requirements on existing software applications and developing program specifications.
- Developing test plans and scripts and overseeing software testing efforts for assigned projects. Designing processes and procedures for the implementation of new software systems and system enhancements.
- Providing technical project management on short duration software development or enhancement projects.

REQUIRED POSITION QUALIFICATIONS

- Three years experience gathering and analyzing IT system requirements and designing IT systems to meet the needs of a medium or large organization
- Two years as a lead systems analyst on medium to large IT systems development projects. Experience may be gained concurrently.
- Excellent verbal and written communication skills.
- Ability to resolve conflicts, conduct effective presentations, facilitate group meetings, write effectively, and communicate with multiple levels of staff and management.
- Ability to understand the customers' business, goals and objectives, and design solutions to business problems.
- Ability to develop, maintain and strengthen partnerships and work cooperatively with others inside and outside the

organization.
- Ability to participate in, manage and/or lead organizational change.
- Strong customer and results orientation.

This level of knowledge and skill is typically evidenced by or achieved after:
- A Bachelor's or Master's degree in computer science, information systems, science or natural resource management or related field and
- Four years of professional level experience providing systems analysis and support in a large technology environment.

DESIRED POSITION QUALIFICATIONS
The successful candidate will also have:

Customer Service and Results: Ability to handle multiple tasks in a fast paced business and technology environment with many competing priorities. Demonstrated self-starter who can initiate and complete work with minimal direction. Ability to deal with ambiguity. Customer driven and results oriented. Ability to learn and understand the customers' business, objectives, and goals.

Supervision, Communication, and Teamwork: Experience performing lead responsibilities for a technical team. Ability to communicate across all ranges of executive, professional, managerial, technical and non-technical levels, both verbally and in writing. Ability to form collaborative partnerships with DNR Division and Region staff.

Geographic Information Systems: Experience gathering and analyzing requirements for geographic information systems and designing GIS applications is highly desirable.

Technical Skills: Demonstrated skills in object-oriented analysis and design concepts are highly desirable. Experience with object-oriented development tools such as Visual Basic 6.0, HTM/JAVA Script, C, C++, .NET or C#, and Windows and Unix platforms is desirable. Experience with ESRI products (ArcInfo, ArcGIS, ArcView) is also desirable.

Project Management: Experience applying sound project management techniques to effectively lead small to medium IT systems development or enhancement projects.

WHO MAY APPLY
This recruitment is open to anyone who meets the required qualifications for this position.

APPLICATION PROCESS
To be considered for this position please submit:

- A letter of interest (not more than 2 pages) describing how your experience and qualifications relate to the job profile and the required and desired position qualifications.
- A current resume
- Voluntary Applicant Profile Questionnaire.

The first screening will be based on information contained in your letter of interest and your resume.

Submit all materials by the closing date to:

Electronic method preferred	OR other method
dnrrecruiting@wadnr.gov	DNR Recruiting Department of Natural Resources PO BOX 47033 Olympia, WA 98504-7033

NOTE: Please indicate Systems Analyst R*ecruitment #2006-08-5534* in the subject line of your e-mail.

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

Questions? For more information about the position contact Wendy Huff, the hiring manager, 360-902-1506 or wendy.huff@wadnr.gov.

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